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**THE INFLUENCE OF SAFETY KNOWLEDGE, SAFETY LEADERSHIP, AND
SAFETY MOTIVATION TOWARD SAFETY BEHAVIOR AMONG OFFSHORE
OIL AND GAS EMPLOYEES**

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MASTER OF HUMAN RESOURCE MANAGEMENT

UNIVERSITI UTARA MALAYSIA

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THE INFLUENCE OF SAFETY KNOWLEDGE, SAFETY KNOWLEDGE, SAFETY
LEADERSHIP, AND SAFETY MOTIVATION TOWARDS SAFETY BEHAVIOR AMONG
OFFSHORE OIL AND GAS EMPLOYEES



By
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UUM
Universiti Utara Malaysia

Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
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In Partial Fulfilment of the Requirement for the
Master of Human Resource Management



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ABSTRACT

Safety behavior is vital in reducing injuries and accident in the workplace by identifying the workplace hazard, and to combat them to the minimal accident rate. It has positive influence on both employees and employers behavior towards safety and health. This study explored the relationship between safety knowledge, safety leadership, and safety motivation towards safety behavior among offshore oil and gas workers in Terengganu. The information was collected by questionnaire distribution to offshore oil and gas workers and the total numbers of workers responded was 170 out of 300. The finding of this study revealed that safety leadership with respect to safety policy is positively significant with safety behavior. Besides, safety motivation is proven that it has positive significant relationship with safety behavior. Besides, the relationship between safety knowledge and safety compliance has a positively significant relationship between these two variables. Lastly, the results obtained from this study also revealed that there is a positively significant relationship between safety leadership with respect to safety motivation with safety participation. The findings give an insightful information and guidance for researchers and practitioners to identify solutions that can help to improve safety and health at workplace.

Keywords: safety knowledge, safety leadership, safety motivation, safety compliance and safety participation.



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ABSTRAK

Tingkah laku keselamatan memainkan peranan yang penting dalam hal mengelakkan kecederaan dan kemalangan serta mengenal pasti bahaya di tempat kerja, serta dapat mengurangkan kepada kadar kemalangan yang paling minima. Dan ia mempunyai pengaruh yang positif ke atas kedua-dua pihak, pekerja dan majikan. Kajian ini meliputi hubungan antara pengetahuan keselamatan, kepimpinan keselamatan, dan motivasi keselamatan ke arah tingkah laku keselamatan di kalangan pekerja minyak dan gas luar pesisir di Terengganu. Maklumat tersebut dikumpulkan oleh pendedaran soal selidik kepada pekerja minyak dan gas luar pesisir dan jumlah bilangan maklumbalas yang diterima sebanyak 170 daripada 300. Hasil kajian ini menunjukkan bahawa kepimpinan keselamatan berkaitan dasar keselamatan adalah positif serta signifikan dengan tingkah laku keselamatan. Sebaliknya, motivasi keselamatan terbukti bahawa ia mempunyai hubungan yang signifikan positif dengan tingkah laku keselamatan. Selain itu, hubungan antara pengetahuan keselamatan dan pematuhan keselamatan mempunyai hubungan positif yang signifikan antara kedua-dua pembolehubah. Akhir sekali, hasil kajian ini menunjukkan bahawa terdapat hubungan positif yang signifikan antara kepimpinan keselamatan berkenaan dengan motivasi keselamatan dengan penyertaan keselamatan. Dapatan hasil maklumat yang mendalam serta petunjuk bagi penyelidik dan pengamal untuk mengenal pasti penyelesaian yang boleh membantu untuk meningkatkan keselamatan dan kesihatan di tempat kerja.

Kata Kunci: keselamatan pengetahuan, keselamatan kepimpinan, motivasi keselamatan, pematuhan keselamatan dan penyertaan keselamatan.

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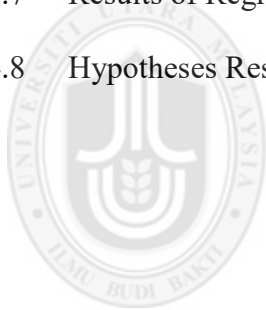
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Figure 2.1 Research Framework



LIST OF ABBREVIATIONS

OSH	Occupational Safety and Health
OSHA	Occupational Safety and Health 1994
SOSCO	Social Security Organization
SPSS	Statistical Package for The Social Science



LIST OF APPENDIXES

Appendix 1: Oil and Gas Industry Accidents Reported to the Labor Department & Social Security Organization (SOSCO), 2010-2014



CHAPTER 1

INTRODUCTION

1.1 Background of the Study

The discovery of oil in Sarawak in the year 1910 marked the beginning of Malaysia's oil and gas industry, an industry that has generated various opportunities for many major oil and gas companies to invest in the upstream and downstream sectors of the industry. This has ultimately provided a wide spectrum of Malaysians ample employment opportunities and skills transfer, thereby altering the economic landscape of the country (Haq, 2014). Along with the progress of Malaysia's Oil and Gas Industry, local companies have had the opportunity to go on to become one of the providers for service which cater the area of exploration as well as production in Malaysia. Moreover, the oil and gas industry in Malaysia also extends their service worldwide. There are much contribution done by Malaysian oil and gas companies based on their competence in giving various services, for instance, process design, electrical instrumentation, oil rigs engineering and much more services. The Malaysian economy is strongly impacted by the oil and gas industry, which has achieved one-fifth of the national GDP over the ten years. The industry is expected to create 52,300 new jobs by 2020 (Matrade, 2016).

Malaysia's oil and gas industry has the second largest ranking for producing the oil and gas in the Association of Southeast Asian Nations (ASEAN), and also one of the world's top LNG (Liquefied natural gas) producers. Being a major contributor to the country's wealth, the Malaysian oil and gas industry has understandably been placed under high scrutiny in the aspect of safety. This makes it an important move to highlight unforeseen

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Appendix 1

Table 1.1: Oil and Gas Industry Accidents Reported to the Labor Department & Social Security Organization, 2010-2014

		Kemalangan dilaporkan Accident reported			HUS dibayar TD Paid			HUK dibayar PD Paid			FOT dibayar DB Paid		
		L/M	P/F	Jumlah	L/M	P/F	Jumlah	L/M	P/F	Jumlah	L/M	P/F	Jumlah
Year	Perusahaan/ Industry	Total			Total			Total			Total		
2014	Pencarian minyak & gas Crude oil & natural gas production	71	12	83	73	9	82	25	1	26	1	0	1
2013	Pencarian minyak & gas Crude oil & natural gas production	49	5	54	41	4	45	11	0	11	3	0	3
2012	Pencarian minyak & gas Crude oil & natural gas production	58	3	61	43	2	45	16	1	17	2	0	2
2011	Pencarian minyak & gas Crude oil & natural gas production	48	4	52	45	4	49	6	1	7	0	0	0
2010	Pencarian minyak & gas Crude oil & natural gas production	38	4	42	27	3	30	4	0	4	0	0	0